

DIVERSITY COMMITTEE MEETING AGENDA

July 13, 2021 – 12:00 to 1:30 PM

Link to access the Zoom meeting:

<https://wsba.zoom.us/j/92728923394?pwd=Vm54Sm9GdGgranM1Y09pa0QzbmpBQT09>

Zoom Conference Call Lines: **LOCAL OPTION:** (253) 215-8782 || **TOLL-FREE OPTION:** (888) 788-0099

Meeting ID: 927 2892 3394 || Passcode: 744779

The Washington State Bar Association's Diversity Committee is dedicated to implementing WSBA's Diversity and Inclusion Plan. The work of the committee promotes historically underrepresented groups to enter and stay in the profession of law. The Diversity Committee does this through collaborative relationships and community building activities, which highlight the numerous societal benefits of a diverse law profession.

3 min	1. Welcome and Introductions	Sunitha Anjilvel Andrea Jarmon		
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<i>Priority Agenda Items/Action Items</i>				
2 min	2. June Minutes	Sunitha Anjilvel Andrea Jarmon	Action	Minutes pgs 4-7
10 min	3. WSBA Governor Update <ul style="list-style-type: none"> Proposed change to bylaws when elections happen- run for both at-large and district Discussion w/Diversity Committee at July BOG Meeting 	Sunitha Anjilvel Andrea Jarmon	Report	
10 min	4. Proposed Amendments to WSBA Committee Policy & Bylaws <ul style="list-style-type: none"> Andrea will step out for Judicial Status Law Student Membership/ Voting Update Volunteer to Draft Proposal 	Sunitha Anjilvel	Discussion/Action	BOG Committee and Boards Policy WSBA Bylaws
10 min	5. Proposed Change in Bylaws <ul style="list-style-type: none"> Section on elections for At-Large Governor position 	All	Discussion	



	<ul style="list-style-type: none"> • Vetted by Diversity Committee • Definition of Diversity (1 seat reserved for Young Lawyer, 2 for Diversity) 			
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<i>Other Agenda Items</i>				
5 min	6. Committee Membership Selection <ul style="list-style-type: none"> • Deadline was 6/30 • Selections due 7/30 	Sunitha Anjilvel Andrea Jarmon	Report	
10 min	7. Law Student/Pipeline Work <ul style="list-style-type: none"> • Planning for ARC Event – Dates and Event Programming • Law School Outreach Update • Law Student Diversity Committee Member feedback 	Andrea Jarmon	Discussion	Student description pg. 8

<i>Subcommittees/Report Out</i>				
10 mins	8. CLE Subcommittee			
	9. Demographic Study Workgroup			
	10. Communications/Bar News <ul style="list-style-type: none"> • Form Subcommittee • Editorial Advisory Committee Meetings and Bar News Articles 			Bar News Column Ideas

<i>Proposed Agenda Items/Announcements</i>				
2 min	11. Proposed agenda items for next meeting and announcements	All	Discussion	

	<ul style="list-style-type: none"> • Volunteer Survey Results/Planning for Next Fiscal Year • End of Year Celebration? Connect w/Minority Bar Associations 			
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Next meeting is August 10, 2021 from 12:00 to 1:30 p.m.

Diversity Committee Meeting Draft Minutes

June 8, 2021 12:0 PM – 1:30 PM

The Washington State Bar Association's Diversity Committee is dedicated to implementing WSBA's Diversity and Inclusion Plan. The work of the committee promotes historically underrepresented groups to enter and stay in the profession of law. The Diversity Committee does this through collaborative relationships and community building activities, which highlight the numerous societal benefits of a diverse law profession.

Present: Mubarak Abdur Raheem, Gov. Sunitha Anjilvel, Andrea Jarmon, Gov. Lauren Boyd, Luís Beltrán, Laura Johnson, Monica Lopez Reinmiller, Shirley Prasad, Gov. Alec Stephens, Christopher Swaby, Serena Sayani, Michele Fukawa, Gov. Matthew Dresden (guest), Nancy Hawkins (guest)

Absent: Danitza Casselman, Janice Langbehn, Nam Nguyen, Shirley Prasad, Carly Summers, Yuping Wang, Gov. Hunter Abell

Staff: Dominique Shannon, Tyler Washington, Diana Singleton, Glynnis Klinefelter Sio, Barbara Nahouraii

Meeting called to order at 12:15 pm.

Committee Minutes

Gov. Stephens moved to approve, Lauren seconded. Voted and approved 9-0. Shirley and Andrea abstained. Minutes approved

WSBA Governor Update

Supreme Court approved amended that requires 1 hour ethics credit in anti-bias. Committee might want to consider that there's quality content for programs delivered and connect with the MCLE Board. BOG had Diversity Training and watched March Legal Lunchbox re systemic racism, and want people to continue to recognize we need to hold ourselves to a high standard

Committee in past has been involved in DEI Legal Lunchboxes. Had meeting in January 2021 w/Diversity Committee and other MBAs. Brainstormed and came up with series this year around structural racism and response to Supreme Court Call to Action. March 2021- foundation/intro to structural racism, June 2021- what to do as an individual, September 2021- organizational level. June CLE has been planned, but can help w/September (reach out to Dominique). Also need to develop ethics CLE and looking for feedback. Dominique will follow-up with committee members over email to see if anyone is interested in forming CLE workgroup.

Next BOG meeting July, will be retreat. Today (6/8/2021) there was a special BOG meeting at request of Indian Law Section, requesting BOG approve letter they want to submit supporting a candidate for federal judiciary. Board approved letter. If candidate approved, would be 3rd Indigenous woman to sit on Federal bench.

2022 Member Demographic Study

RFP

Last membership study 2012, looked at all members: age, practice areas, demographics (race, gender, disability). Another in 2014 looked at marginalized communities and retention- there was the perception

that there wasn't enough detailed info around marginalized communities and barriers to advancement, and wanted to do deeper dive.

With 10 year update, want to update demographic snapshot. For example, impact on student debt on career trajectories, time out of workforce, impact of social capital and moving up in profession, following up on trends seen in 2014 study.

RFP due in October, want committee members to be part of Demographic Study workgroup to determine what should be included in RFP, what goals and outcomes we want out of the demographic data.

Goals and Outcome for Data

What would better serve membership, want to be more intentional and have one study that serves all of our needs.

Concern was brought up about needing increase demographic data in survey. 2012 study did interviews and surveys to go beyond what we get out of licensing information. This updated demographic study process will move forward in October (new fiscal year), including selecting consultant. Study will inform next version of D&I plan. Want to now do front end work of what we're looking for in consultant, help consultant get engagement from members to help get the data.

Want to be strategic and thoughtful of what we want to obtain and what we're going to do with data. Look at previous 2012 and 2014 studies- what did we do that reflected what we learned from it. Need to be intentional with resources so we don't spend money to get information that we already know. Convene workgroup to study previous plan and what it did/didn't do and bring back to larger committee. Need to get approval on budget, have to wait for BOG to approve budget in September. Estimate 50k, quote from higher end from company that did 2014 update.

Last study created 2013 D&I Plan. D&I Plan has 4 different goals- we will better connect w/MBAs, better track data, but not a lot of specific goals/data.

Gov. Anjilvel, Laura, Mubarak, Andrea, Monica volunteered to be in workgroup. Dominique will follow-up with larger committee to see if folks that weren't able to attend today want to be involved. Can let committee know when they meet so some folks can attend

Co-Chair Recruitment

Proposed Change to Committee/Board Policy re Judicial Status

Current policy provides that to be a member, have to be active status. Andrea now in judicial status- question is can person be in judicial status and serve on committee. Editorial Advisory Committee has similar situation w/judicial status. Should we propose to change the policy?

Issue relates to mission of committee- want to encourage people from underrepresented groups to have career trajectory/leadership roles in the legal profession, and don't want to punish them to say can't be committee member once they have that leadership position.

Dominique emailed General Counsel and is waiting to hear back. Will follow-up to see if issue requires an amendment to policy and will let committee members know once hear back.

Gov. Anjilvel agrees amendment maximizes diverse representation. Andrea mentioned making space for dialogue without her present since it is about her status. Will put on agenda for next meeting and have Andrea step out for a few minutes- will have heard back from General Counsel at that point.

Co-Chair Selection

If interested in being co-chair, let us know. BOG co-chair appointed by President Elect. For non-BOG co-chair position, Andrea is interested in continuing.

Law Student/Pipeline Work

Planning for ARC Event- Dates and Event Programming

Results from Doodle Poll sent to members showed that either Monday July 19 or Tuesday July 20 from 5-7 pm are the best dates/times. Want to give priority to the keynote speaker. Have asked Larry Jefferson, a public defender and ARC Alumni in Thurston County to be keynote speaker and waiting to hear back.

Will send calendar hold for committee members so tentative dates will be on calendar.

If have ideas about event programming (raffle, treats to send to folks that have registered, etc.) please let Dominique know.

Law School Outreach Update

Andrea has reached out to other law schools besides Seattle U about how we can be most supportive. Will forward email communication to and follow up with Dominique; we will update larger committee at a later meeting.

Law Student Diversity Committee Member Feedback

Invite for law students to participate on diversity committee- draft on page 10 of June materials.

One idea to have each law school select 1 or 2 student representatives, who will be non-voting members. Also came up how many applicants will there be, and will it add a lot more work on the committee members to require and then review students' resumes and cover letters. Want to know who we're getting, want someone who wants to proactively be here and participate, not just viewing it as something to add to their resume. Law school might have different perspective than some committee members, who want more interaction and for the law student rep to be someone from a marginalized group. Also came up that these seem to be technical issues- can this person from this group be a member/can this person vote. It would be ironic if the committee wasn't as inclusive as it can be- want judges and law students to be able to participate fully.

Dominique will ask General Counsel if there is anything prohibiting non-WSBA member voting on WSBA committee.

Proposed Agenda Items for Next Meeting/Announcements

Diana mentioned there is a new WA Office of Equity, going around state and having listening sessions with different stakeholders on what they should prioritize. Doing listening session this Friday June 11 and there is another one on Friday June 18. Some of the questions they are planning on asking- where are you individually on anti-racist journey. Feel free to invite others so not just Diana repping Diana and her perspective

Agenda item for July meeting: proposed change to the definition of diversity in the WSBA bylaws re governor elections.

Are you a law student who is passionate about improving Diversity, Equity, and Inclusion in the profession of law? If so, then apply to become a Law Student Representative on the Washington State Bar Association's Diversity Committee!

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The Diversity Committee is seeking Law Student Representatives to help facilitate collaboration with the law student population in Washington state. The Law Student Representatives will work alongside Committee members in areas including: providing feedback and guidance to the content of educational and other programs; representing the committee at activities and events; joining subcommittees as needed; deepening their own understanding of Diversity, Inclusion and Equity issues and WSBA positions and programming priorities; and acting as ambassadors to members and stakeholders for the committee.

Law Student Representatives will also be responsible for:

- Sharing information about Diversity Committee programs and resources with law schools and law students
- Provide insight and brainstorm along with the Diversity Committee at regular Committee meetings.
- Assist with any work delegated to them by the Diversity Committee as appropriate and as needed by the Committee.

Commitment is about 4-5 hours per month.

If you are interested in being considered for a Law Student Representative position, please submit a resume and brief statement of interest (no more than 350 words) to ----- by -----.